EMPLOYMENT TRIBUNALS

Claimant: **Shayne Katuruza**

Respondent: **Efficiency-For Care Limited**

Heard at: **London East Tribunal Hearing Centre (by Cloud Video Platform)**

On: **15 September 2026**

Before: **Employment Judge Barrett**

Representation
Claimant: Ms A Davis
Respondent: Did not attend and was not represented

JUDGMENT

1. The claim was presented in the East London Employment Tribunal on 11 October 2025. The Respondent has failed to present a valid response on time.

2. Noting that a winding up order previously made in relation to the Respondent has been withdrawn and having heard evidence from the Claimant and reviewed the documents supplied by the Claimant, I have decided that a determination can properly be made of the claim, or part of it, in accordance with rule 22 of the Rules of Procedure.

3. The Respondent made unauthorised deductions from the Claimant's wages by failing to pay him his full holiday pay entitlement for the period from 10 March to 6 April 2025 and must pay him the balance of £1,533.80 gross.

4. The Respondent breached the Claimant's employment contract by failing to provide him with 39 hours of work per week during the period 5 May to 27 July 2025 and must pay damages for breach of contract in the sum of the wages the Claimant would have received for the shortfall in hours namely £1,094.70 gross.

5. The Respondent made unauthorised deductions the Claimant's wages by failing to pay him for the hours he did work during the period 5 May to 27 July 2025 and must pay the Claimant £4,747.80 gross.

6. The Claimant was unfairly dismissed and is entitled to:

    a. A basic award of £1,199.25; and
    b. A compensatory award of £2,131 comprising:

        i. £1,631 in respect of net loss of earnings; and
        ii. £500 in respect of loss of statutory rights.

7. The Respondent must pay the Claimant **£10,706.55** in total.

Approved by:
Employment Judge Barrett
Dated: 27 September 2026